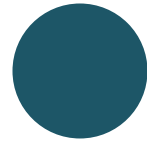




Humanity Approach: Foundations of an Equitable and Inclusive Community

Berké Brown

WHAT DO YOU SEE?



Gratitude

Today, I am grateful for...

I'm am thankful to my community for...

SEE THE WORLD THROUGH GRATITUDE

- 35% reduction in depression & stress
- 25% less reactive throughout day
- 10% increase in energy
- 16% fewer sick days
- 19% increased time exercising
- 10% less pain
- 8% more sleep & quality



I AM

A man in a black t-shirt and cap sits on a large rock ledge, looking out over a vast mountain valley. The valley is filled with green pine trees and rocky slopes. The sky is clear and blue.

I AM A ROCK

THAT HAS LEARNED TO FLOAT.
WHEREVER THE MAIN STREAMS
AND CURRENTS WILL GO.

A large flock of birds, likely terns, is captured in flight over a body of water at sunset. The sky is a warm, golden-orange color, and the sun is a bright, glowing orb in the upper left quadrant. The birds are silhouetted against the bright sky, creating a dense pattern of dark shapes. The water in the foreground is dark and reflects the light from the sun. The overall scene is a powerful and dramatic representation of nature.

I AM A BIRD

THAT HAS LEARNED TO WALK.
FORSAKING THE HEAVENS
TOO AFRAID TO FALL.

A group of seven people are silhouetted against a bright sunset sky over a beach. They are captured in mid-air, jumping or running joyfully. The sun is low on the horizon, creating a warm, golden glow. The beach is visible in the foreground, and the ocean waves are breaking on the left. The overall mood is one of happiness and freedom.

I AM A WINNER

WHO HAS SETTLED FOR A TIE
BETWEEN LIVING THE TRUTH AND LIVING
A LIE.

A hand is holding a glowing lightbulb. Inside the lightbulb, there is a detailed scene of a large, leafy tree standing on a small island or in a pond, with its reflection clearly visible in the water below. The background is a soft, light blue gradient.

I AM A GENIUS

WHO HAS LEARNED TO SLEEP.
ON THE BACKS OF FOOLS,
ONWARDS, TOWARDS NAIVETY

I AM A STAR

THAT HAS LEARNED TO EXTINGUISH ITS
LIGHT,
SO IT WON'T FEEL ALONE IN THE
DARKNESS OF NIGHT.

AFRAID TO BE SEEN OUTSHINING THE
REST,
WE LIVE IN DENIAL SACRIFICING OUR
BEST.

FOR THE LOVE OF BLIND MEN LEADING
THE WAY,
WE SELL OUR TOMORROWS JUST FOR
ONE DAY.

BUT I AM A SEED



PREDESTINED AND FORMED.
TO GROW INTO THE MOLD
TO WHICH I WAS BORN.



SO BEFORE I LIVE THESE GOD
SENT DREAMS,
I MUST FIRST FORGET TO LEARN,
AND JUST BE ME.



Who am I?

What do you do for a living?


I am...

- DEI Advocate
- Speaker
- Leadership Coach/Consultant
- Behavioral Researcher
- Educator/Speaker
- Musician
- Singer Songwriter
- Poet

And I am not...




Roadmap for today

- Part 1: Defining Terms
 - Part 2: The Psychology of Behavior
 - Part 3: The Environment: Humane and Inhumane
 - Part 4: Being a Leader through Belief: Active Humanity
 - Part 5: Creating a Culture of Humanity
 - Part 6: Humanity-Centered Leadership: Application
- 

Part 1: Defining Terms



Defining Our Terms

- What is DEI?
 - Salutogenesis vs Pathogenesis
 - Humane vs Inhumane
- 

Down to It's Essence

“Diversity, Equity and Inclusion” are buzzwords. Our humanity is real. We share many values and goals with our community. Great leaders treat community members humanely and create social connection with those they serve.

- Shanti Brien, co-Founder of Fogbreak



Defining Our Terms

WHAT IS DEI?

"Diversity is being invited to the party; inclusion is being asked to dance,"

-Verna Myers

Defining Our Terms

Pathogenesis

Definition of pathogenesis

1. : focus on the origination and development of a disease

WHAT DO YOU SEE?

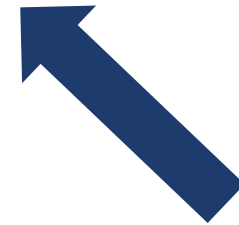
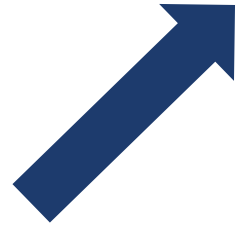
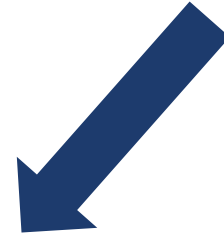
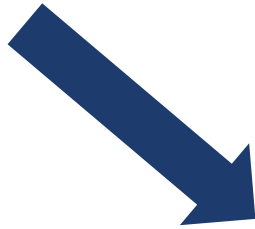
STRESS

HATE

THE PROBLEM

TRIBALISM

ANNOYANCES



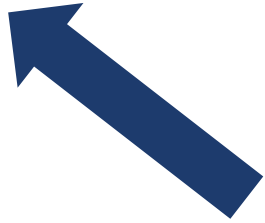
Defining Our Terms

Salutogenesis

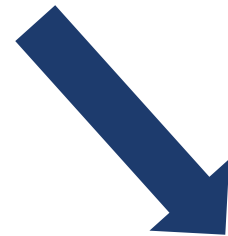
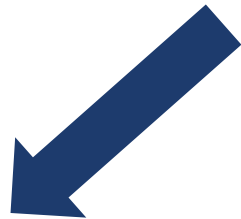
Definition of salutogenesis


1. : an approach to human health that examines the factors contributing to the promotion and maintenance of physical and mental well-being rather than disease with particular emphasis on the coping mechanisms of individuals which help preserve health despite stressful conditions

WHAT DO YOU SEE?



THE
SOLUTION





" I don't as much care what you stand against, as I do what you stand for. Because when the oppressor comes, I already know by your very nature you will stand."



-BB

Defining Our Terms

Humane

adjective

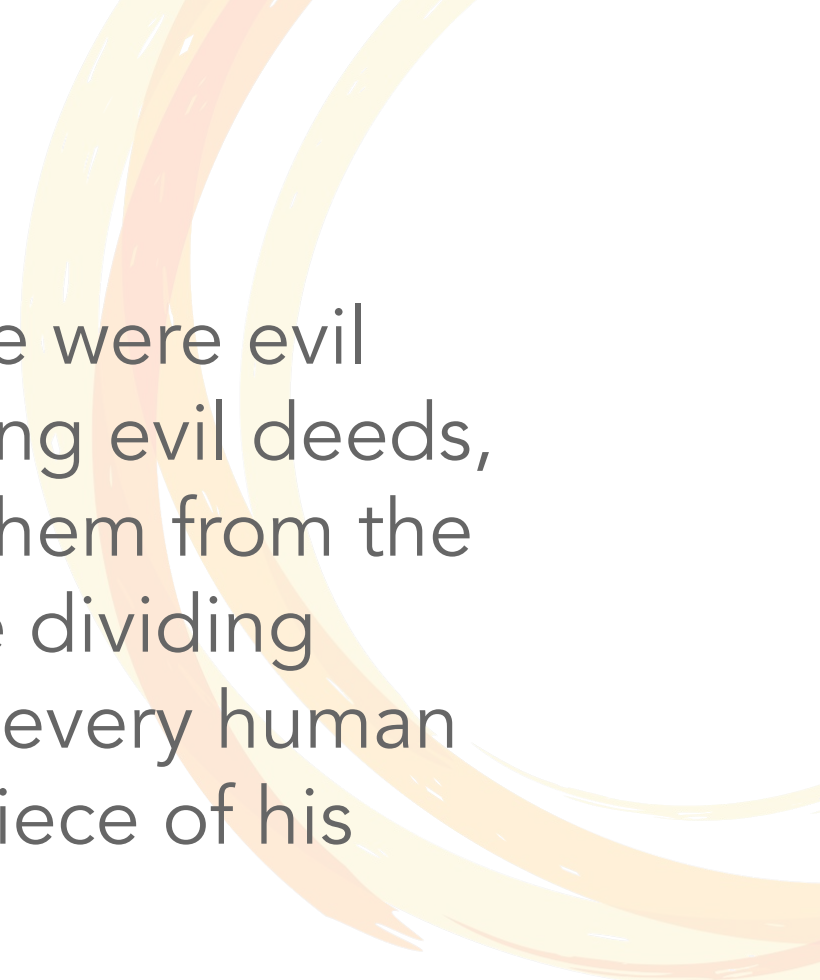
1. characterized by tenderness, compassion, and sympathy for people and animals, especially for the suffering or distressed
2. acting in a manner that causes the least harm to people or animals:

Defining Our Terms

Inhumane

adjective

1. not humane; lacking humanity, kindness, compassion, etc.
2. lacking qualities of sympathy, pity, warmth, compassion, or the like; cruel; brutal:



“If only it were all so simple! If only there were evil people somewhere insidiously committing evil deeds, and it were necessary only to separate them from the rest of us and destroy them. But the line dividing good and evil cuts through the heart of every human being. And who is willing to destroy a piece of his own heart?”

— Aleksandr Solzhenitsyn,

“If better is possible good is not enough.”

Part 2: Understanding the Psychology of Behavior

Behavior Theory

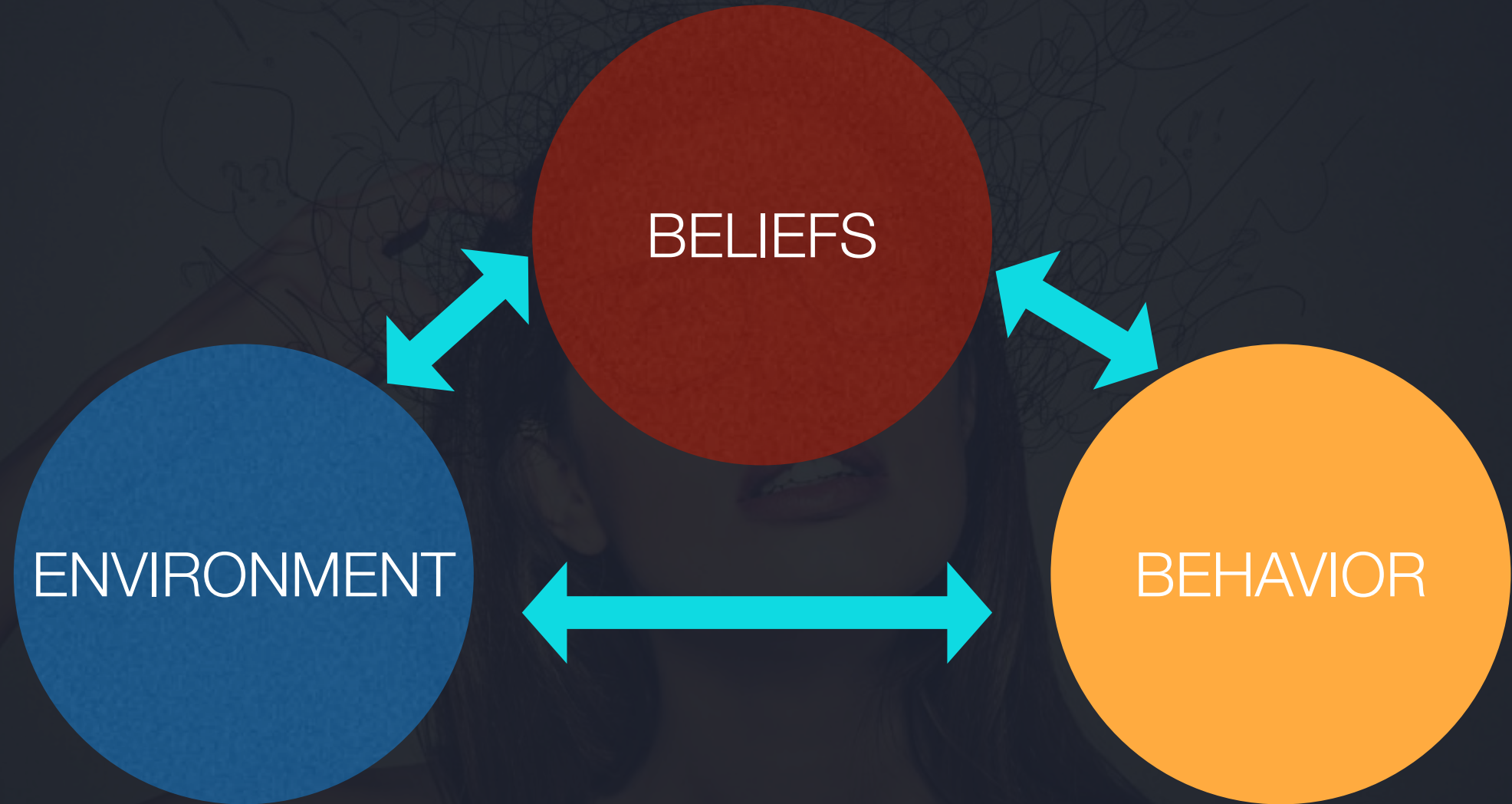


BELIEFS

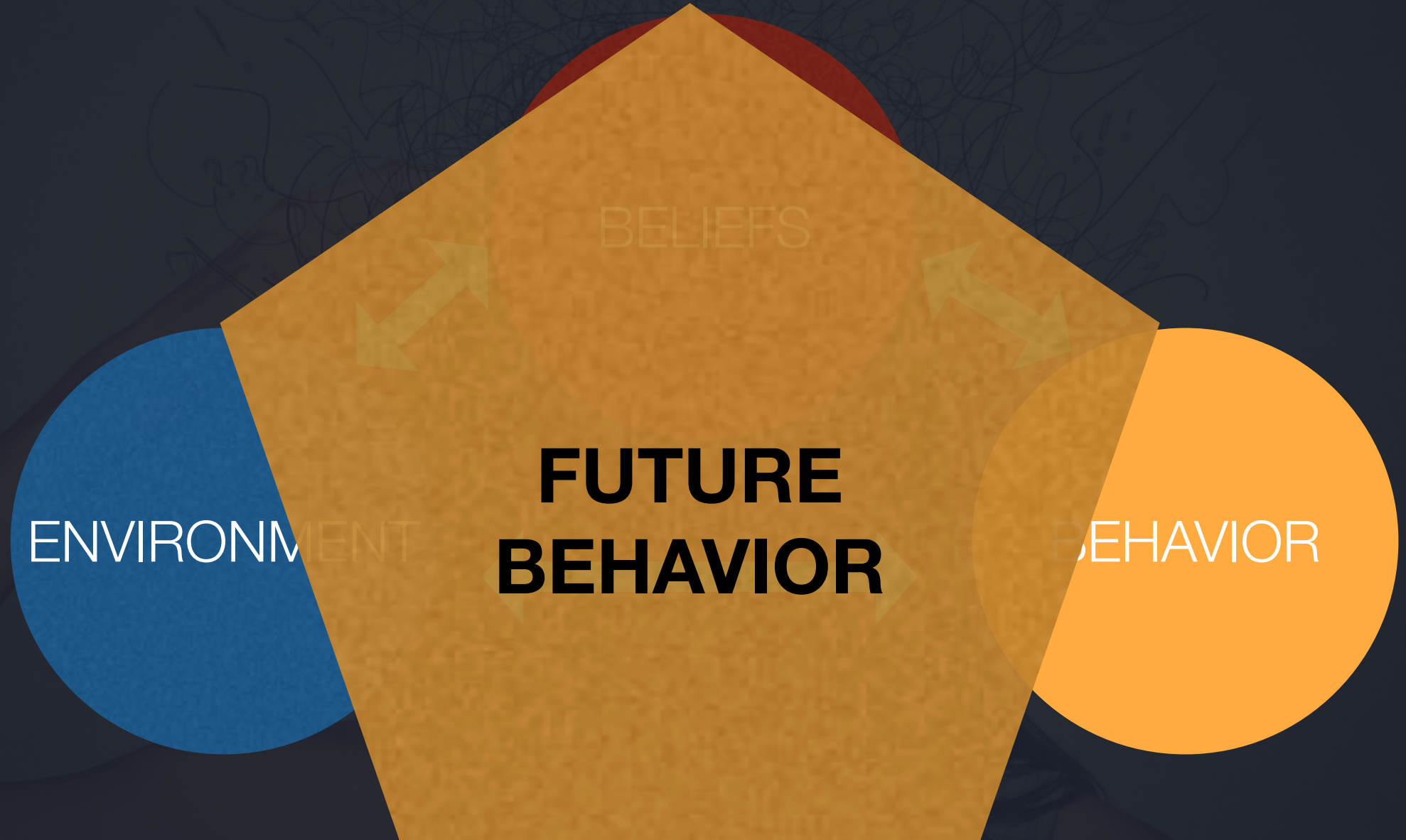
ENVIRONMENT

BEHAVIOR

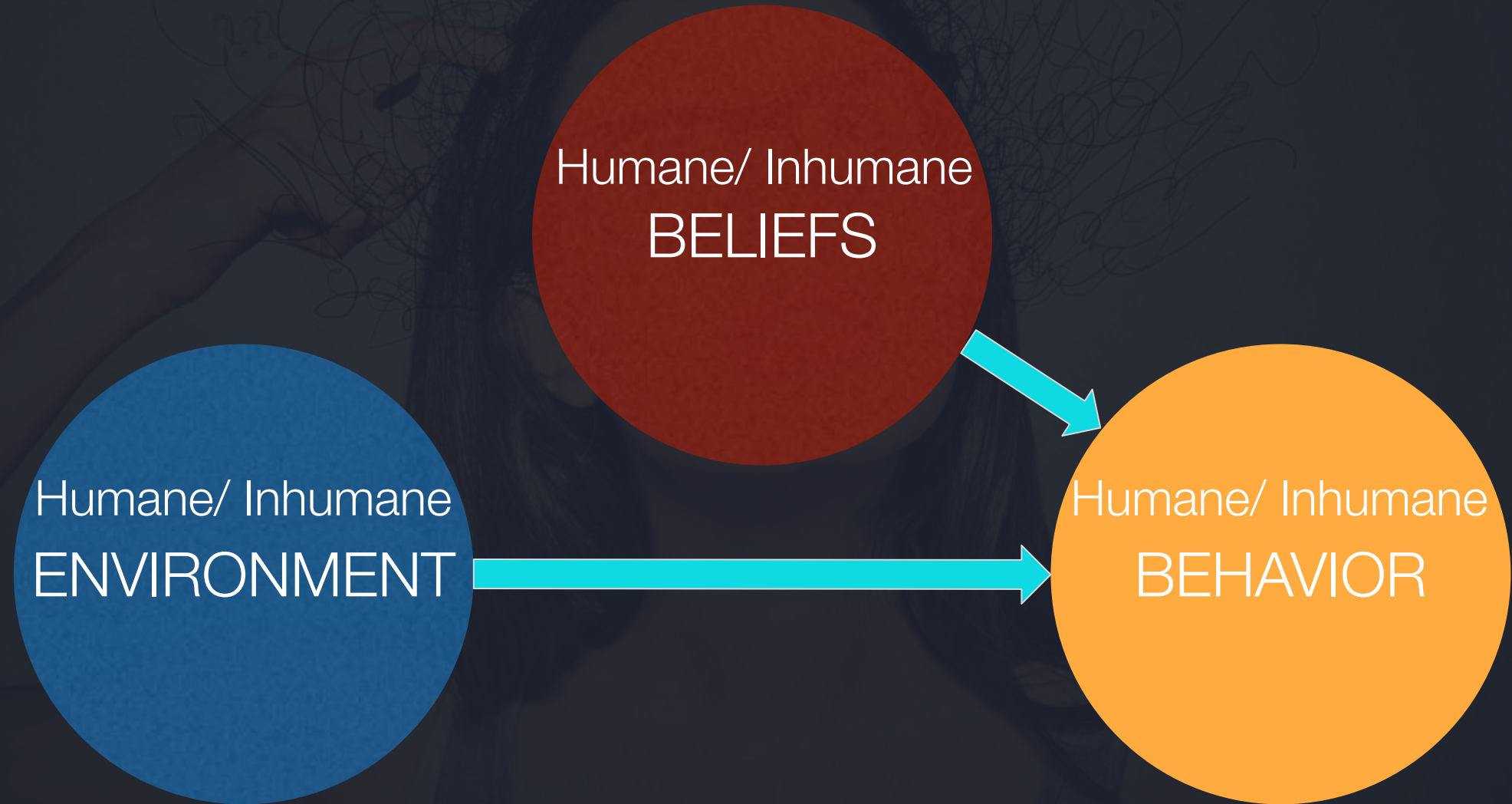
Behavior Theory



Behavior Theory



Behavior Theory

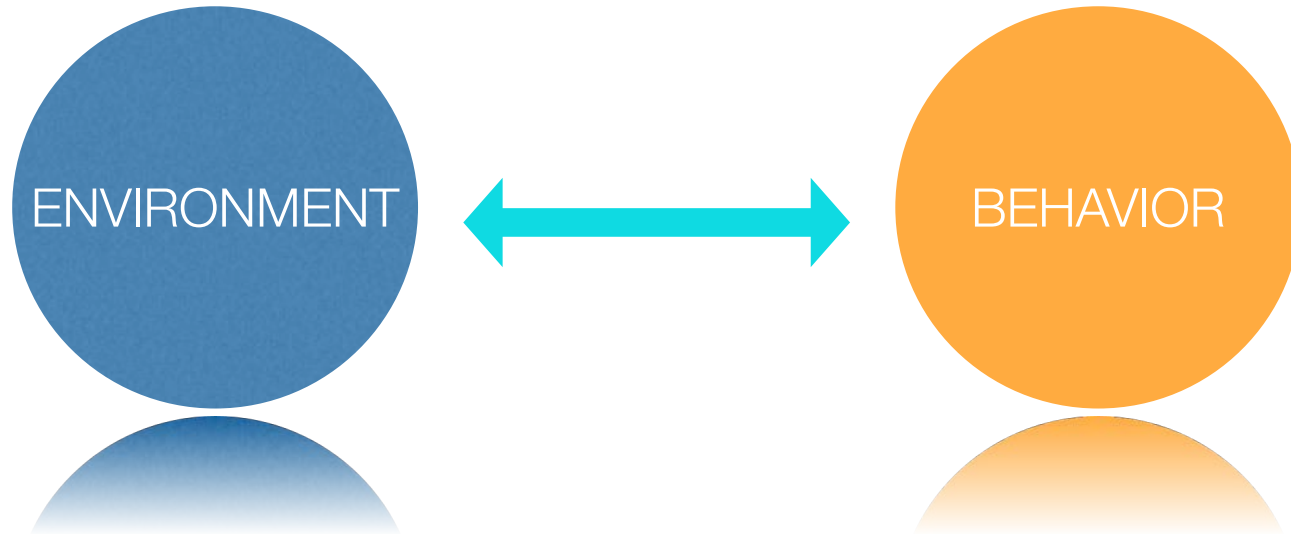


Part 3: The Environment:

Seeing Human Psychology in the Humane and Inhumane

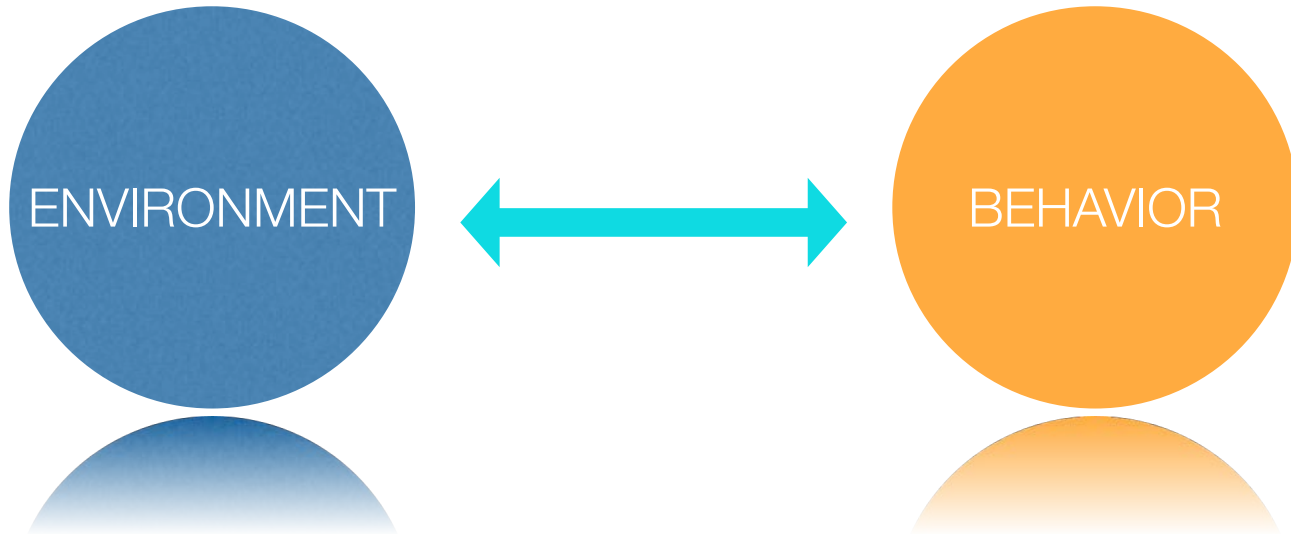
ENVIRONMENT

- Milgram's Study
- Stanford Prison Experiment



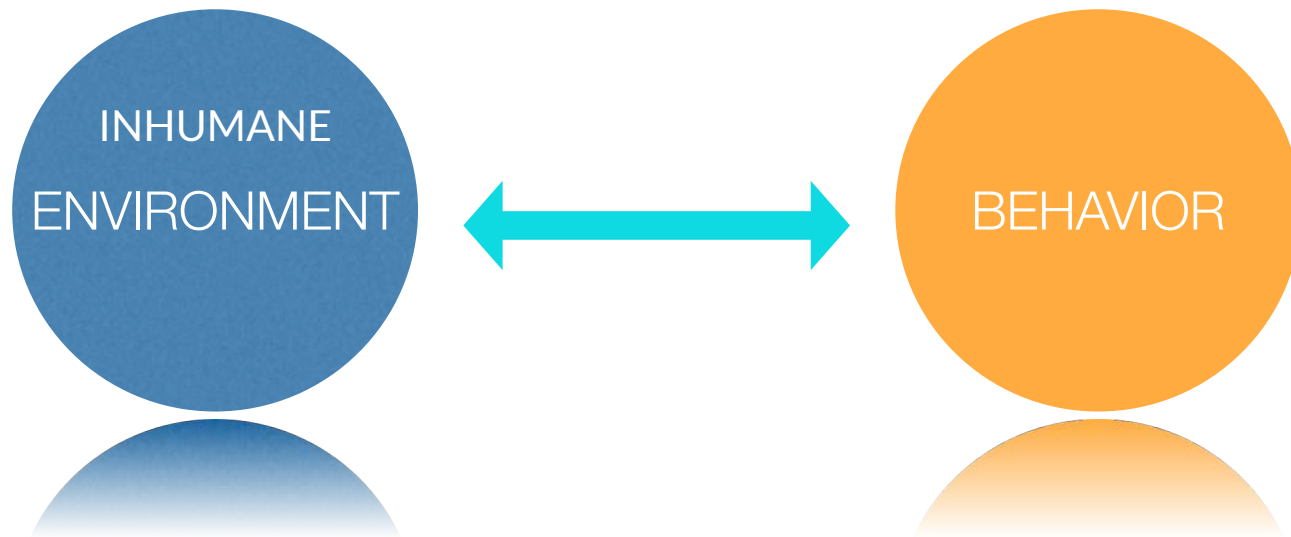
ENVIRONMENT

- Milgram's Study
- Stanford Prison Experiment



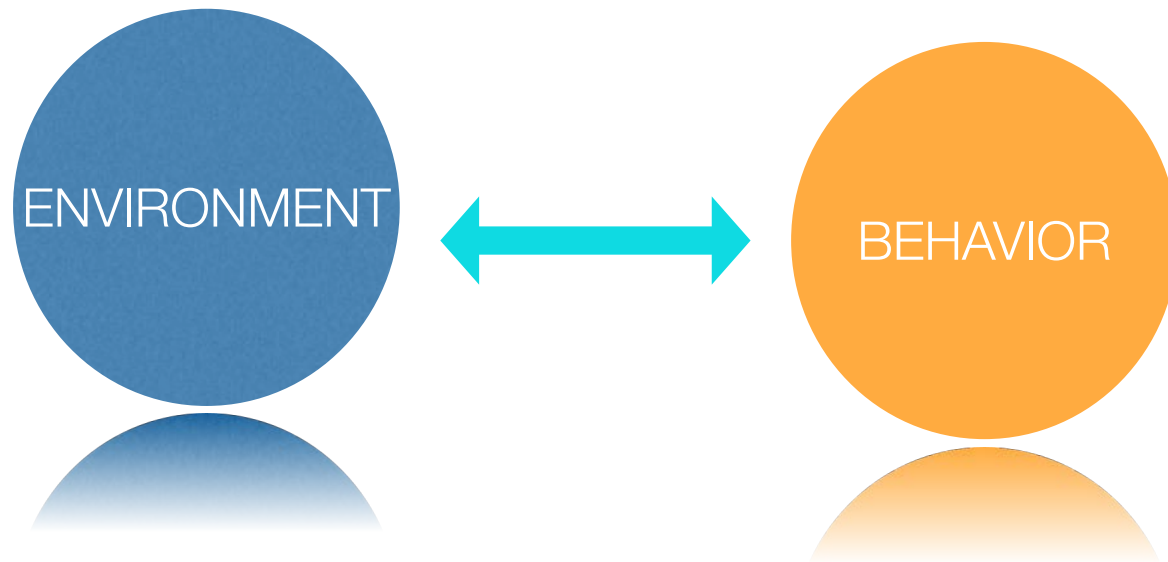
INJUSTICE IS VISIBLE AND INVISIBLE

- Culture
- Norms
- Social Media etc



SMALL CONCESSIONS

Frogs boiling in the water



Part 4: Beliefs: Being a *Human-Centered* Leader through Active Humanity

Humans act to exclude. Great leaders
fight to include.

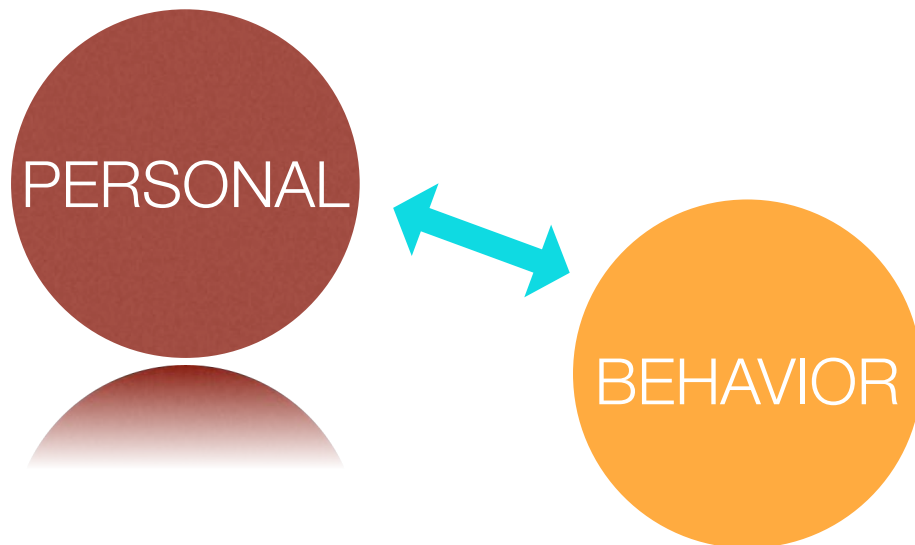
-Dan Mulhern, Everyday Leadership

THE HUMANE: *Small Activism*



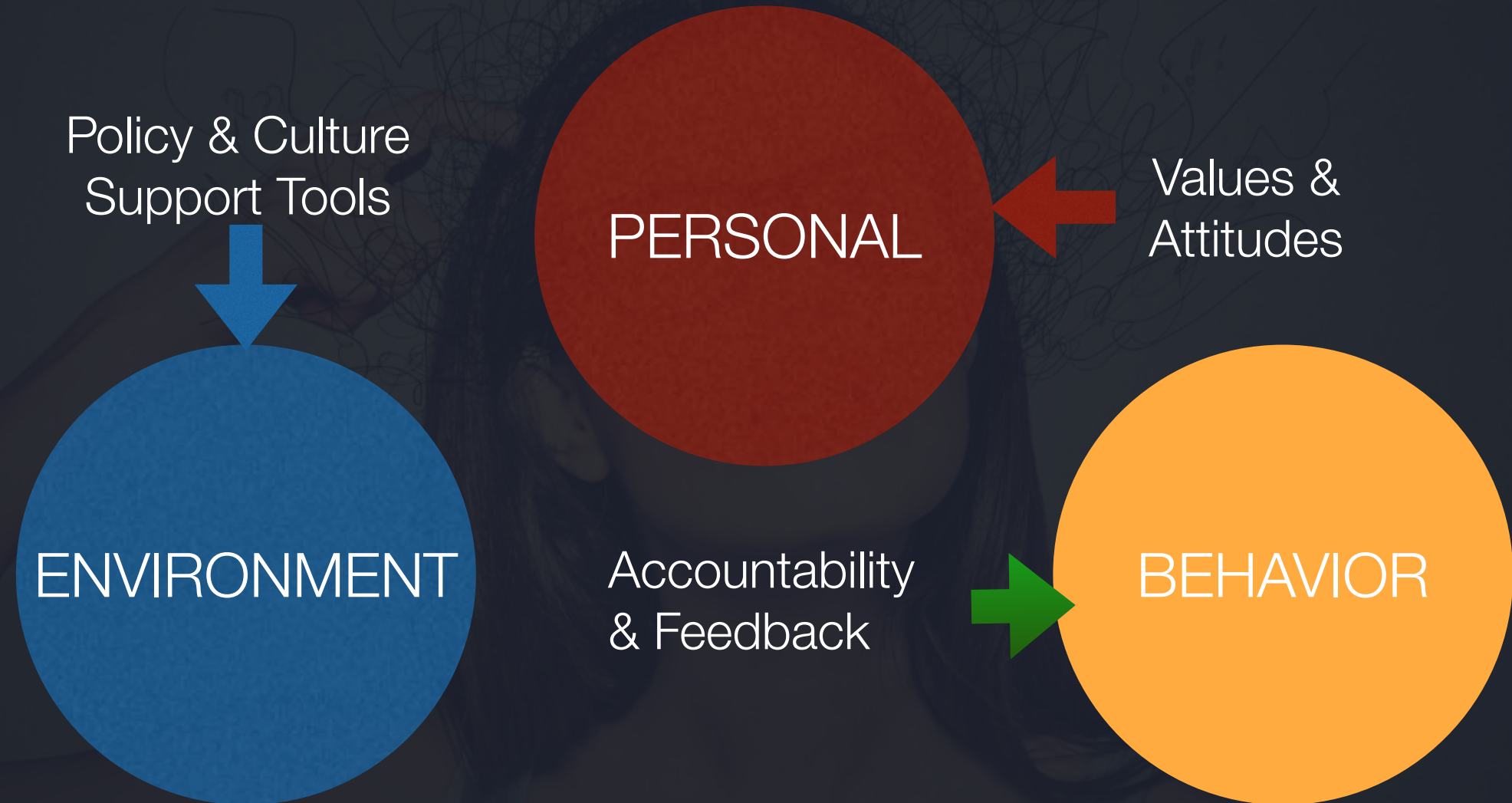
ACTIVE HUMANITY MUST BE VISIBLE BEFORE IT CAN BE INVISIBLE

- Upstanding
- Policy
- Culture



Changing Behaviors

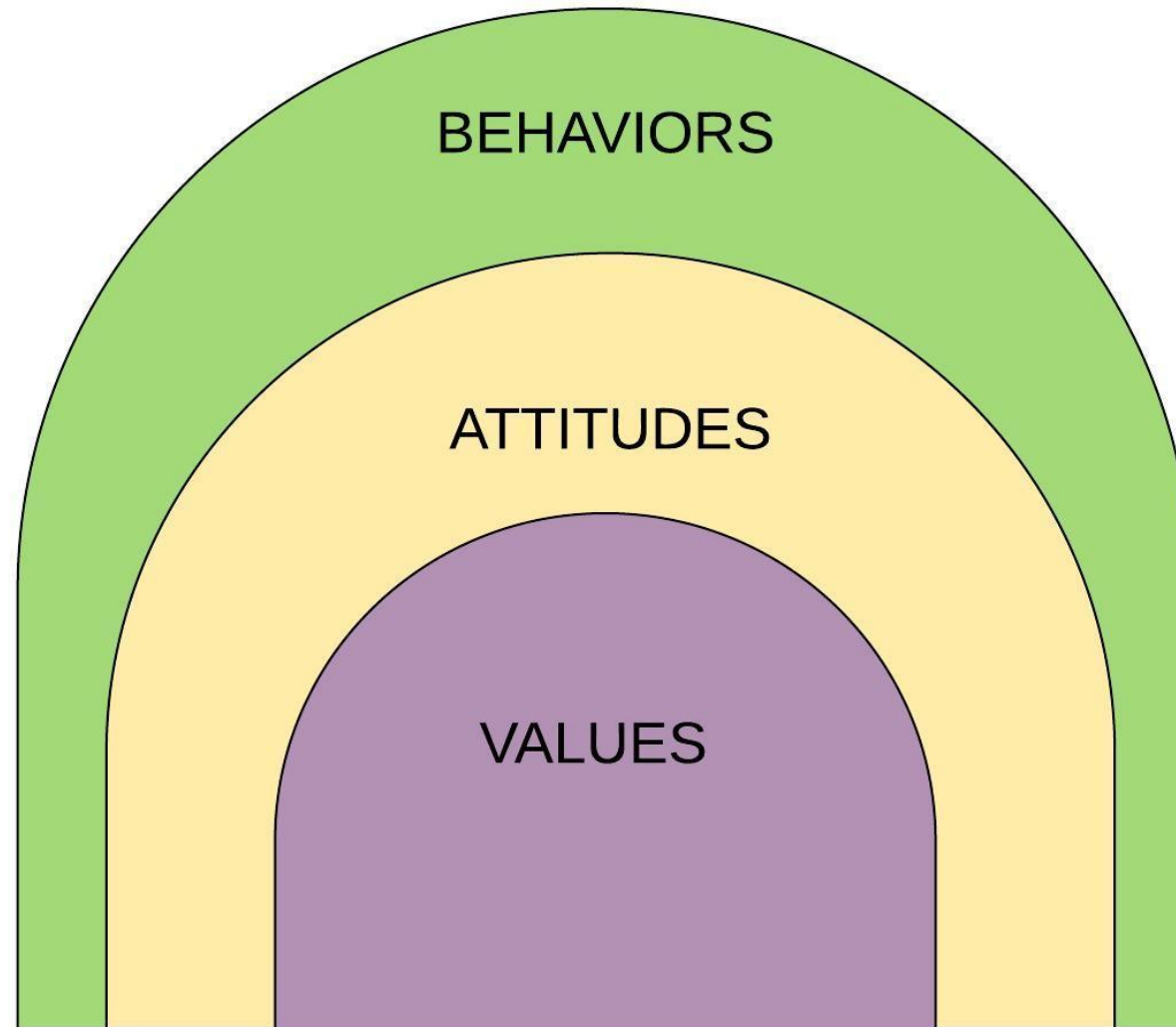
For Human-Centered Leadership



Part 4: Creating a Humane Environment

Culture through shared Values Connect Us

Getting Personal



VALUES AND INTERNAL MOTIVATION



Punishment
Reward
Obligation
Basic Need



Creative Desire
Achievement
Interest/ Curiosity
Satisfaction
Tied to bigger



VALUES

Adventure

Arts

Authenticity

Acknowledgement

Beauty

Boldness

Caring

Compassion

Community

Creativity

Curiosity

Dedication

Determination

Diversity

Empathy

Excellence

Fairness

Faith

Fame

Family

Friendship

Freedom

Generosity

Growth

Happiness

Honesty

Humor

Influence

Individuality

Inner Harmony

Joy

Loyalty

Meaningful work

Passion

Peace

Pleasure

Optimism

Open-mindedness

Professionalism

Recognition

Religion

Reputation

Safety

Security

Service

Spirituality

Success

Wisdom

Other



SHARING PERSONAL VALUES



- Get into pairs
- 2 minutes each
- Share your Top 3 values
- Define them. What do they mean to you?



Recognizing Shared VALUES

- In your whole table or groups of 4-5
- Each share your Top 3 values and their definitions
- What are the commonalities? Find three that you all share (may need to come up with new terms)





Setting a Vision

What is your **vision** for a thriving community?

or

If your Commission did an **extraordinary** job, what would your community look like and feel like to live in?

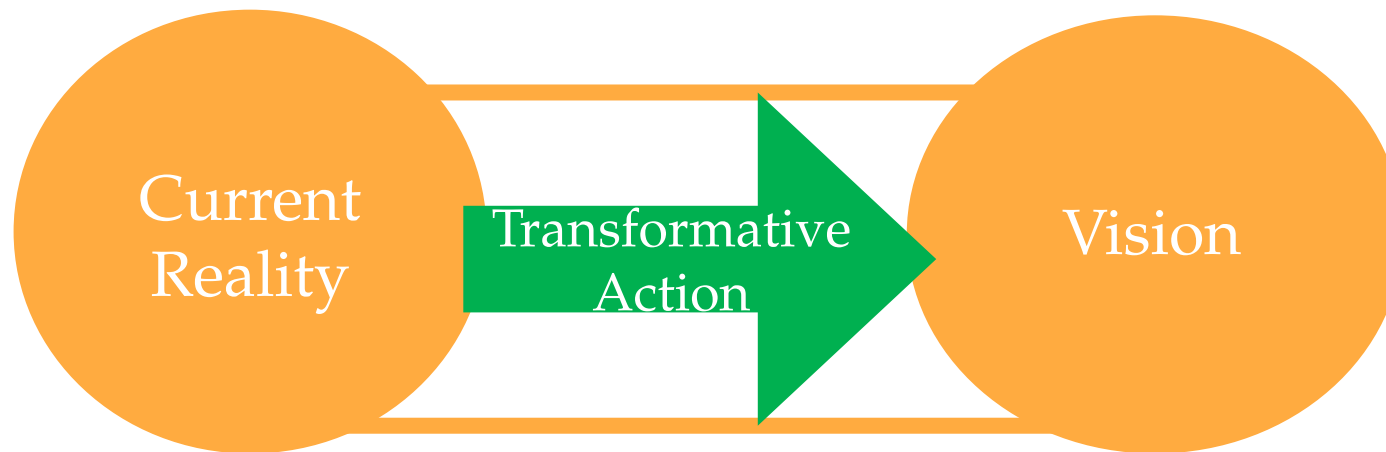
POSITIVE TENSION MODEL

To Get to Point B...

You must know Where Point A is.

Point A is neither good nor bad. It's reality.

The Vision pulls you towards its achievement.



THE IMPORTANCE OF A CLEAR VISION:

- To Get to Point B...
 - You must know Where Point A is.
 - Point A is neither good nor bad. It's reality.
 - The Vision pulls you towards its achievement



CLARIFYING YOUR PURPOSE AS MAYORS & COUNCIL MEMBERS

Who are you? (Name and role)

What do you love to do in your work? (teach, create, talk, connect, what are you qualified to teach other people?)

Who do you do it for?

What do those people want or need?

How do they change as a result?

CLARIFYING YOUR PURPOSE AS A MAYOR OR COUNCILMEMBER

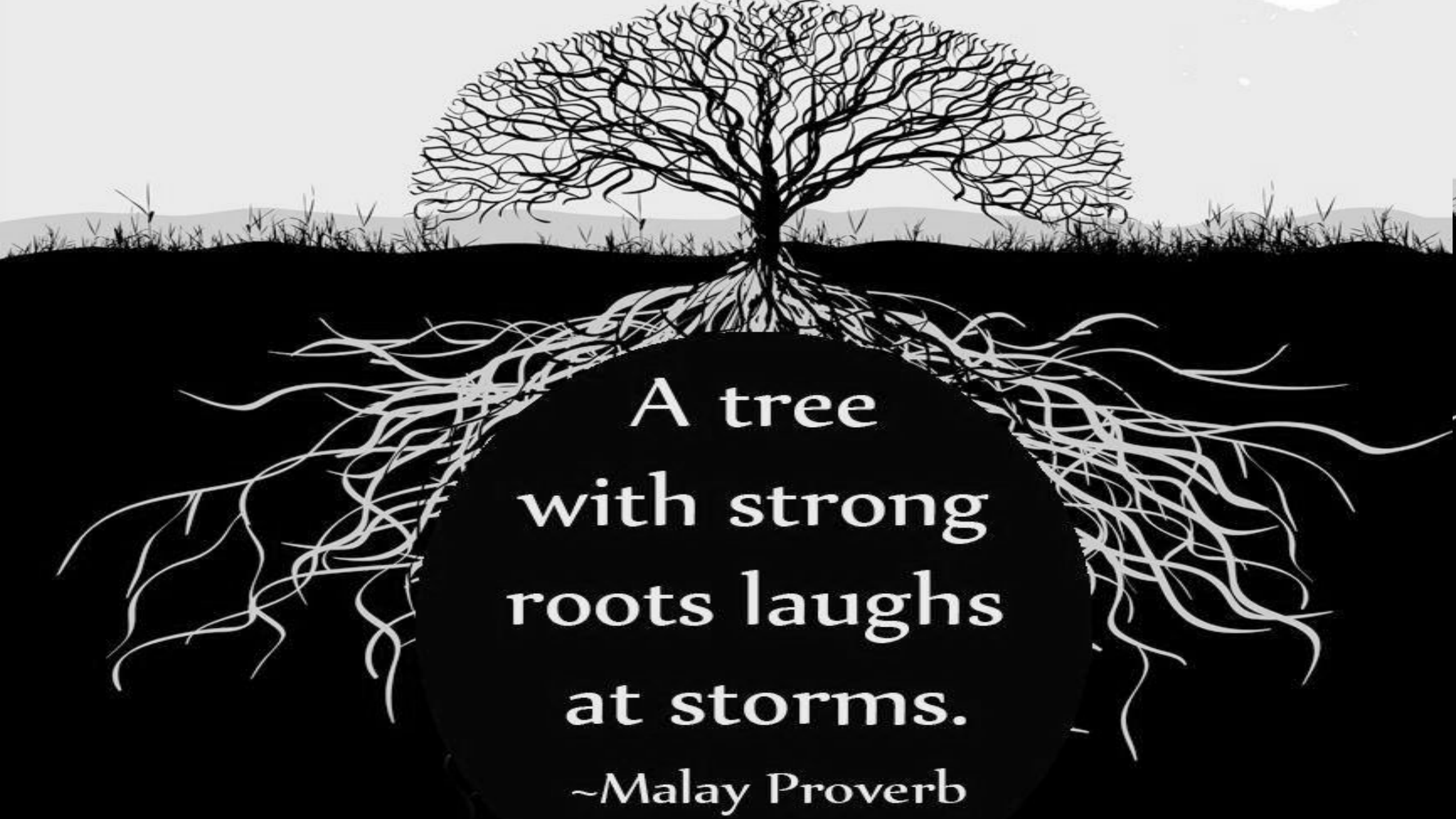
*"I BERKÉ BROWN, AS A EDUCATOR EMPOWER
CHANGEMAKERS BY MEETING THEIR NEEDS FOR TOOLS AND
GUIDANCE THAT FOSTER INNER CONFIDENCE AND THE WILL
TO SUCCEED WITHIN THEM."*

THESE ARE YOUR NORTH STARS



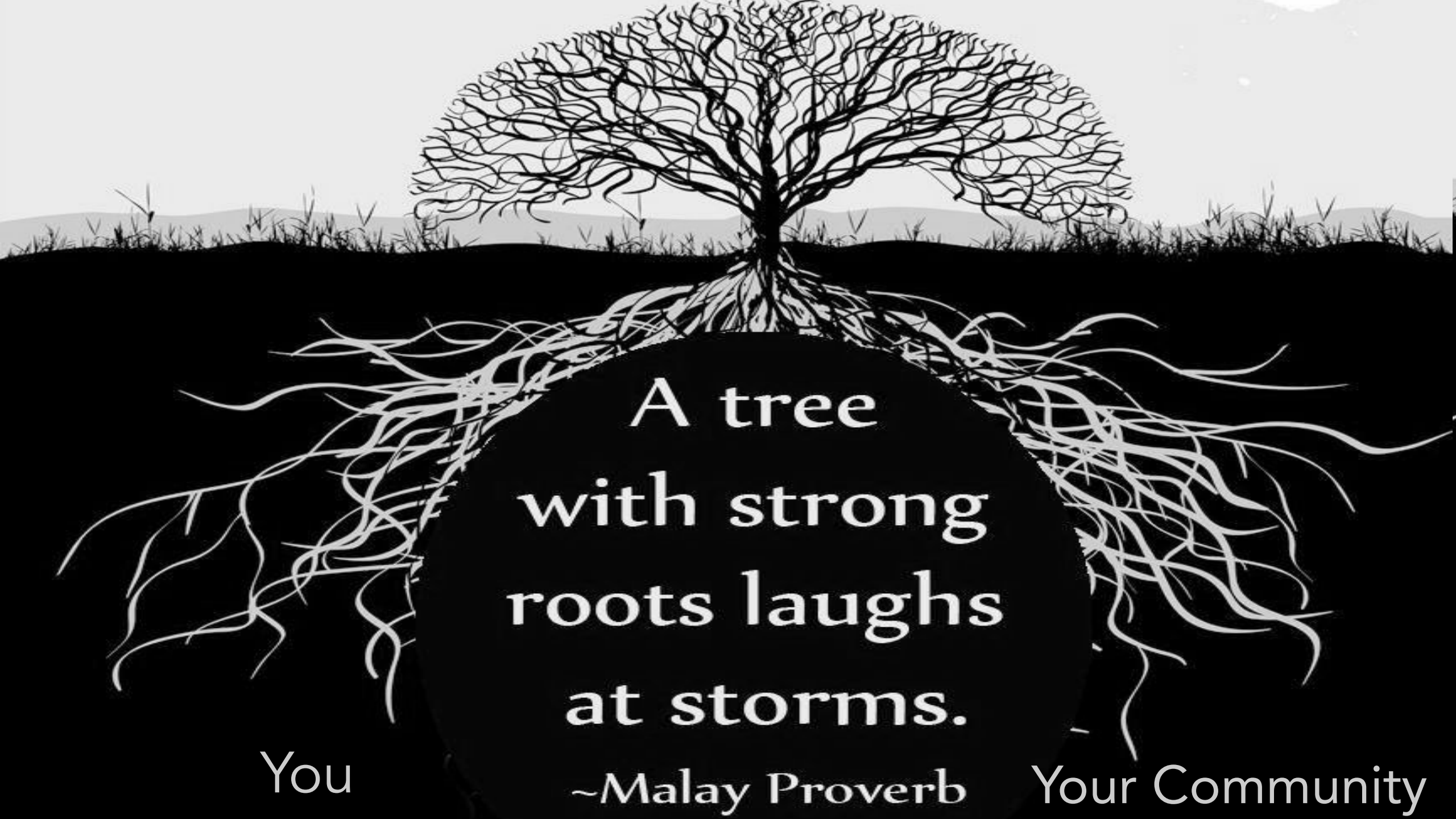
Does what I'm doing align with my purpose as a leader?
Are my decisions and behaviors reflecting my values?
What changes need to be made to align?

Part 5: Humanity-Centered Leadership: In Real Life Application



A tree
with strong
roots laughs
at storms.

~Malay Proverb



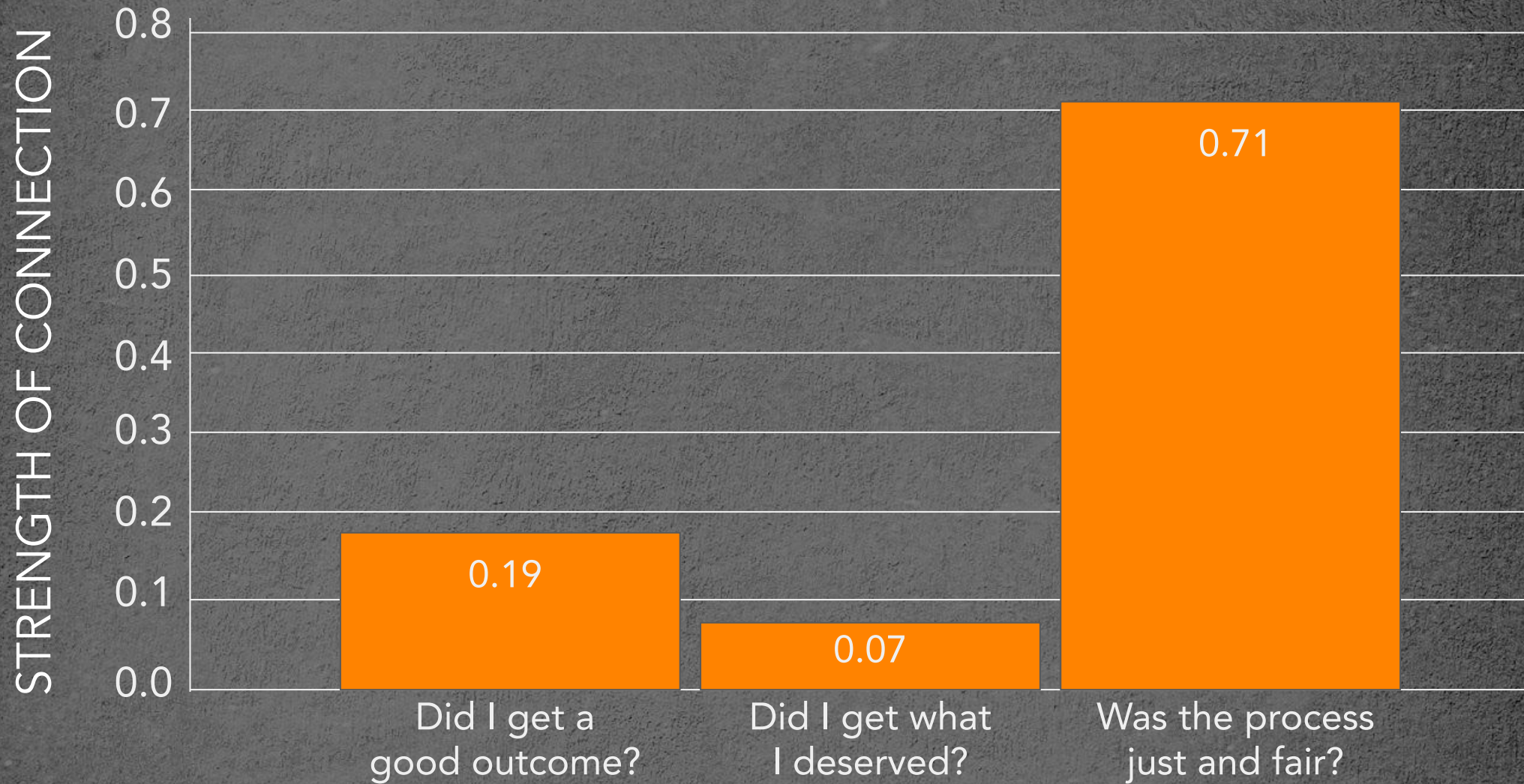
A tree
with strong
roots laughs
at storms.

You

~Malay Proverb

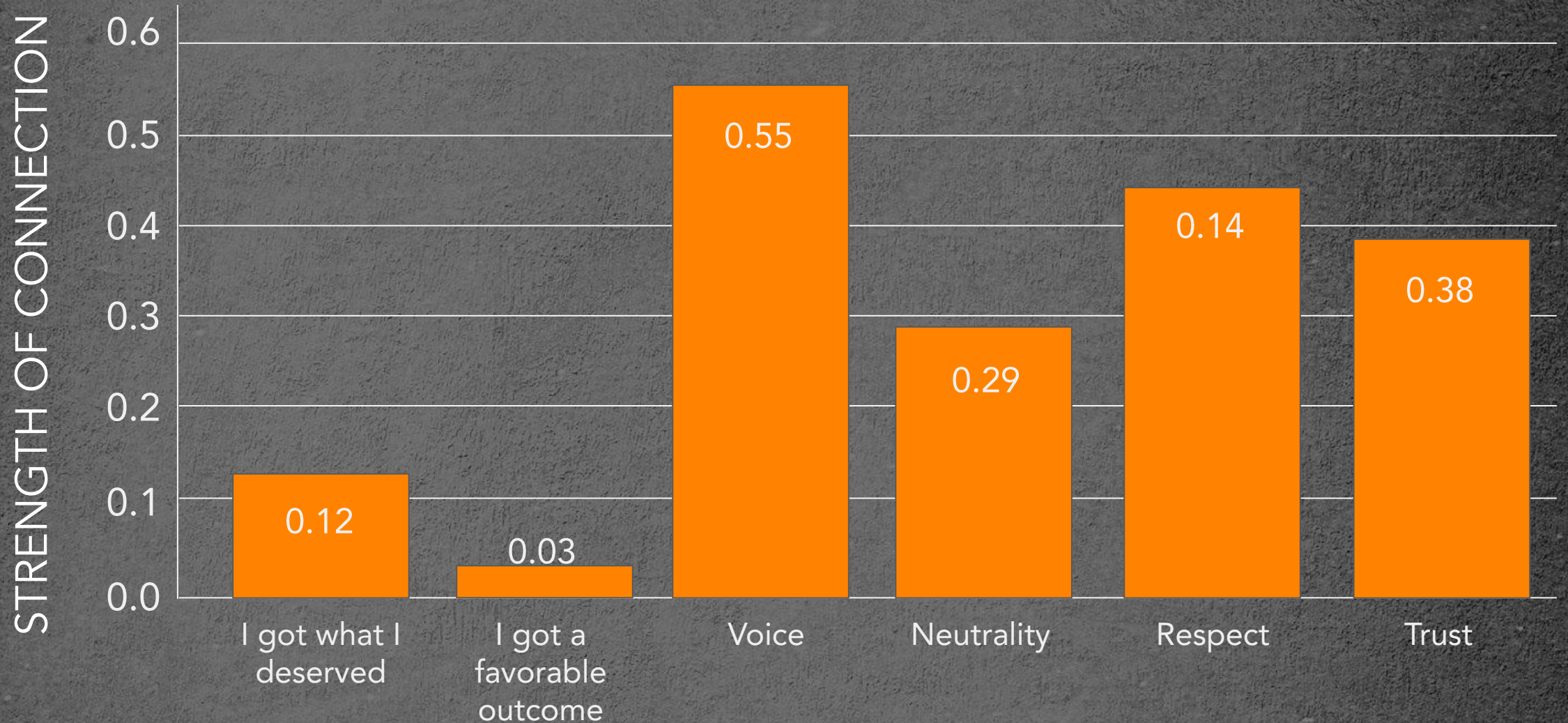
Your Community

Science of Procedural Justice



Why do people Cooperate with the Law?

Science of Procedural Justice



What is Just & Fair?

NEUTRALITY

- Decisions based on facts and rules, not personal opinions, not biases, not favoritism.
- Rules needs to be applied consistently across people and over cases with transparency.

VOICE

- Giving people the opportunity to tell their story
- A frequent cause of complaint about government actors is "they did not give me a chance to tell my side."
- Avoid "I already know" or Stats

RESPECT

- People expect to be treated with respect and will respond better when they are.
- Apologize if something disrespectful happens.
- Fight to see similarities

TRUST

BENEVOLENCE

- Evidence of listening: Remain verbally and nonverbally engaged
- Good explanations: Tell people what's happening and why.

Evidence of Listening

"is that right?"

"I hear you, that sounds hard."

Repeat back verbitum

What are others?



Good Explanations

- Speak in their language
 - No legalese or office jargon or City Code
- Provide relevant information and referrals
- Ensure language accessibility



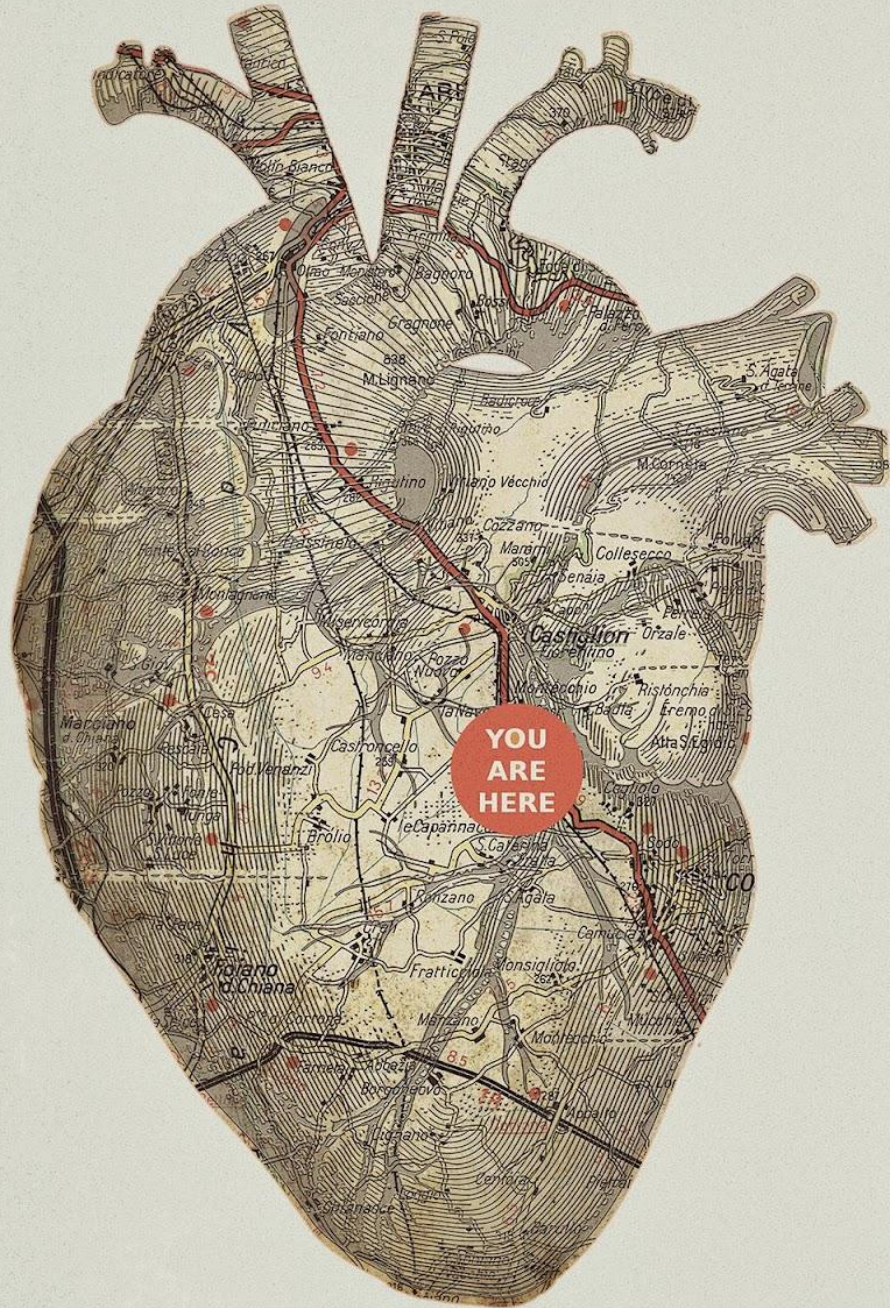


FOGBREAK
Education for Justice

You are leaders & public servants...

You serve diverse communities. You can choose humanity.

Your everyday decisions and behaviors—when done from your values—create inclusive and thriving communities.



YOU
ARE
HERE

Commit

Write down two commitments

Turn to your neighbor and share one



I learned that...

I re-learned that...

I am disappointed that...

I am surprised that...

I committed to...

Thank you.

Fogbreakjustice.com
berke@fogbreakjustice.com